



"FRIDAY FUNDAMENTALS"

Labor Law Training Series

These interactive sessions in 2016-2017 provide basic information about laws relating to:

Fair Employment

Worker's Compensation

Labor Standards

Unemployment Insurance

Employment and Training

Register now for DWD's "Friday Fundamentals" educational series.

September 30, 2016

October 21, 2016

November 18, 2016

December 9, 2016

January 13, 2017

February 17, 2017

March 3, 2017

March 24, 2017

April 21, 2017

May 19, 2017

About the Sessions

The Wisconsin Department of Workforce Development (DWD) will present its annual series of **educational web conferences** on the dates listed above. All sessions are held from 1:00 – 3:00 p.m. Most topics are expanded versions of those presented at DWD's Labor Law Clinics.

Choose Your Sessions

The courses are designed to be most helpful to those new to their jobs or to the State of Wisconsin. They will also be helpful to those who have not attended a DWD Labor Law Clinic or other DWD seminar in recent years. Particular groups that may benefit include:

- Employers of all sizes
- Attorneys (2.0 hours CLE available)
- HR Directors
- Labor Unions

Interactive Online Training Sessions

WebEx web conferencing sessions provide convenience for learners and encourage participation and interaction with polling, threaded Q&A, and group chat opportunities during the presentations.

Program information may be found at: <http://dwd.wisconsin.gov/laborlaw/frifund.htm>.

Low Cost

The \$36.00 registration fee for each session includes reference materials in advance of each session.

When you buy over five sessions you are eligible to receive a coupon for a free session. Session details and registration instructions can be found at: <http://dwd.wisconsin.gov/laborlaw/frifund.htm>.

Registration must be completed at least 24 hours prior to the session

*Co-sponsored by the Department of Workforce Development
Division of Unemployment Insurance and Division of Employment and Training*

For questions, please call Dom Tervalon at (608) 267-7259

9/30/16 – "An Overview of Wisconsin's Labor Standards Laws"

This topic focuses on issues relating to overtime, hours of work, wage payment requirements, and minimum wage. Also includes a discussion of child labor, as well as information on topics such as the Business Closing/Mass Layoff Notification law and personnel records.

10/21/16 - "Defining 'Misconduct' and 'Substantial Fault' Under Wisconsin UI Law"

Identifies the factors considered by UI staff, the Labor and Industry Review Commission and the courts to decide whether the actions of an employee amount to "misconduct" or "substantial fault", either of which can result in an employee's disqualification for UI benefits. This topic covers recent changes in the law, including the new statutory definition of "misconduct" and the new legal standard for "substantial fault" benefit disqualifications.

11/18/16 – "Workplace Harassment"

Provides information about harassment under the Wisconsin Fair Employment Law (WFEL) and includes a discussion of sexual harassment and harassment based on other characteristics such as race, color, national origin, and sexual orientation. This topic also utilizes case law to illustrate concepts, emphasizes the importance of strong company policies prohibiting unlawful harassment, and provides suggestions for handling and investigating complaints.

12/9/16 - "Fair Employment Law Basics"

Offers a straightforward look at the basics of the Wisconsin Fair Employment Law (WFEL) and introduces the audience to Wisconsin's law prohibiting discrimination in employment and serves as a foundation for further discussion. Also addresses topics such as prohibited actions by employers, groups protected under the law, employing individuals with disabilities, on-the-job harassment, dealing with a WFEL complaint, and other concerns which the audience may raise.

1/13/17 – "Understanding the Principles of the Worker's Compensation Law"

Focuses both on an overview of the key principles underlying the Worker's Compensation system and on practical, useful ideas for employers to implement in handling Worker's Compensation claims.

2/17/17 – "Job Service Resources: Connecting Employers with Job Seekers"

Find out about tools you can use today at no cost to help connect with candidates with proven foundational skills. JobCenterofWisconsin.com is a resource for posting jobs and searching for candidates in Wisconsin. How can you hire better qualified employees? Learn about the variety of Job Service tools available and how they can be incorporated into your hiring practice to positively impact your company's bottom line.

3/3/17 – "You Be the Unemployment Insurance (UI) Judge"

Reviews summaries typical of actual, contested UI cases, allowing the audience members to decide how they would rule if they were the Administrative Law Judge. Covers issues such as discharges, quits, suspensions due to physical restrictions, and other miscellaneous specialty areas. Cases prepared and session led by an experienced UI Administrative Law Judge.

3/24/17 – "Enhancing Diversity in the Workplace: Facts, Strategies, and Resources"

Learn how to connect to a virtually untapped talent pool through the Division of Vocational Rehabilitation (DVR). Hear information about connecting to DVR talent, enhancing diversity in your business, and increasing connectivity to your customers. Find out about financial incentives and creative strategies to meet your workforce and business needs. Offers opportunity for open discussion about the subject of disability and employment.

4/21/17 – "National Career Readiness Certificate (NCRC)"

The National Career Readiness Certificate (NCRC) is a portable credential that helps build a job seeker's confidence and verifies that his or her skills match an employer's needs and gives employers an insight into your work readiness skills, and skill levels in each of the three areas of Applied Mathematics, Locating Information and Reading for Information.

5/19/17 – "Deciding Who is Eligible For UI Benefits"

Provides an overview of the primary issues affecting employee eligibility and employer liability for Unemployment Insurance benefits. Includes a discussion of quits, discharges, offers of work, work available, and how terms such as "able to work" and "available for work" are defined by UI. Offers an opportunity for the audience to ask, and get answers to, questions about how and why UI benefits are paid.